

***To: All Staff***

***From the Desk of Robert L. Santos, Director . . .***

The purpose of this broadcast is to ensure that all Census Bureau employees are aware of and understand **prohibited personnel practices** and the **whistleblower protections** available to federal employees.

The [U.S. Office of Special Counsel \(OSC\)](#) is an independent agency that protects federal employees from prohibited personnel practices, including whistleblower retaliation and unlawful hiring practices. OSC also provides an independent, secure channel for disclosing and resolving wrongdoing in federal agencies.

The [Whistleblower Protection Act of 1989](#) and the [Whistleblower Protection Enhancement Act of 2012](#) provide the right for all covered federal employees to make whistleblower disclosures and to ensure that employees are protected from whistleblower retaliation. The [Dr. Chris Kirkpatrick Whistleblower Protection Act of 2017](#) and [OSC's Reauthorization Act of 2017](#) further enhanced and reinforced these rights and protections.

Whistleblowing is defined as the disclosure of information that an employee reasonably believes evidences: a violation of any law, rule, or regulation; gross mismanagement; gross waste of funds; an abuse of authority; a substantial and specific danger to public health or safety; or censorship related to scientific research or analysis. Employees may make lawful disclosures to anyone, including, for example, management officials, the Inspector General of an agency, and/or OSC.

Please review "[Know Your Rights When Reporting Wrongs](#)," which provides detailed information on prohibited personnel practices and employees' rights to file complaints with OSC. Additionally, I encourage you to review "[Your Rights as a Federal Employee](#)," which describes different avenues for making whistleblower disclosures as a federal employee. More information can also be found on the [OSC website](#).

Federal employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. The Census Bureau is committed to making sure that all employees are aware of their rights as well as the safeguards that are in place to protect them.